Mental toughness training for doctors
(developing antifragility)

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1. What do you think Mental Toughness is?
2. Is there anything that you do that enhances your Mental Toughness?
3. Can you think of anything your employer does to enhance Mental Toughness?
4. What hinders you being able to do these?
Who did we ask

15 consultants
5 junior trainee doctors
10 senior trainees
3 medical students
1. What do you think Mental Toughness is?

   Ability
   Remaining intact emotionally
   Focus
   Bounce back
   Strategies
Ability

to cope

to manage stress

to endure

to make the right decision

to stay strong

No one is born happy but everyone is born with ability to create happiness.
Focus

on the prize

goal

concentrate not crumble

with resolution

"The secret of change is to focus all of your energy, not on fighting the old, but on building the new."
— Socrates
Remaining intact emotionally

not take it home
not crumble
not punish self
deal with adversity and unexpected
determination with confidence and success
protect self against overwhelming emotional issues
Bounce back

Recover

Resilience

“I don't measure a man's success by how high he climbs but how high he bounces when he hits bottom”

General George Patton
Strategies

- Resilience
- Self awareness
- Good coping mechanisms
- Cope with Stress
2. Is there anything you do that enhances your Mental Toughness?

- Techniques
- Nature/nurture
- Support
- Awareness
- Self-checking
organised, don't panic
stress relieving
relax when not working
sport/physical health/hobbies
sleep
mindfulness
Nature/nurture

Upbringing

something learnt

easier to some than others ("inborn")

Consultants more aware of strategies, less likely to say due to nature.
Support

Partners/family/friends/colleagues-offloading

Different perspective from different people

Reflection
Awareness
Self-checking

stay objective

adaptable

change perspective

look for positive

true to principles
3. Can you think of anything your employer does to enhance Mental Toughness?

**Training:** courses

Stressful situations for training

**Support:** encouragement/feedback/services/trust

**NO!**

lots of suggestions
4. What hinders you being able to do these?

The job: workload/time/tick box/assessments

The self: workaholic culture. can’t say no, lack of sleep, toxic people, own ambition.

Learnt behaviour: creatures of habit/know answers but don't solve

Understanding-lack of understanding

lack of self awareness.
<table>
<thead>
<tr>
<th>DEVELOPMENT</th>
<th>DRAFTING</th>
<th>VALIDATION</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>IS EACH ITEM:</strong></td>
<td><strong>DOES THE CHECKLIST:</strong></td>
<td><strong>HAVE YOU:</strong></td>
</tr>
<tr>
<td>- Do you have clear, concise objectives for your checklist?</td>
<td>- Utilize natural breaks in workflow (pause points)?</td>
<td>- Trialed the checklist with front-line users (either in a real or simulated situation)?</td>
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<td>- Use simple sentence structure and basic language?</td>
<td>- Modified the checklist in response to repeated trials?</td>
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<td>- Have a title that reflects its objectives?</td>
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<tr>
<td></td>
<td>- Have a simple, uncluttered, and logical format?</td>
<td><strong>DOES THE CHECKLIST:</strong></td>
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<td></td>
<td>- Fit on one page?</td>
<td>- Fit the flow of work?</td>
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<tr>
<td></td>
<td>- Minimize the use of color?</td>
<td>- Detect errors at a time when they can still be corrected?</td>
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<tr>
<td><strong>HAVE YOU CONSIDERED:</strong></td>
<td><strong>IS THE FONT:</strong></td>
<td>- Work easily enough that it can be completed in a reasonably brief period of time?</td>
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<td>- Adding items that will improve communication among team members?</td>
<td>- Sans serif?</td>
<td>- Have a timetable for future review and revision of the checklist?</td>
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<td>- Involving all members of the team in the checklist creation process?</td>
<td>- Upper and lowercase text?</td>
<td></td>
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<tr>
<td></td>
<td>- Large enough to be read easily?</td>
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<tr>
<td></td>
<td>- Dark on a light background?</td>
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<tr>
<td></td>
<td>- Are there fewer than 10 items per pause point?</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Is the date of creation (or revision) clearly marked?</td>
<td></td>
</tr>
</tbody>
</table>
Tough times don’t last, tough people do.

Antifragile
Things That Gain From Disorder

“The ultimate model to aspire to”
The Times
FRAGILE
Damaged by disorder

ROBUST
Resilient to disorder

ANTIFRAGILE
Benefits from disorder
Next steps

Basic stress management talk

Baker’s dozen 2 hr workshop

mTRiM-peer support and delivery

Train the trainers
Summary

• Asking more formally what your learners find useful is useful

• Feedback on the bakers dozen

• Please sir can we have more!